

TRANSEND

February 2007

A magazine for employees, retirees and stakeholders of the Arizona Department of Transportation

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Jim Sheppard, left, supervises as Ray Sanchez, the newest ITS technician makes technical adjustments to monitoring equipment inside one of the ITS communications hubs along I-10 in Phoenix.



Victor Mendez
Director

I am concerned, just as you are, about the level of compensation that ADOT employees receive for performing their jobs. Let me assure you that a pay package for all state employees is high on the agenda of Governor Janet Napolitano and me.

The Governor recently released information about increases in state employee compensation that has been included in the 2008 executive budget. Although this request is subject to negotiation with the State Legislature, it is heartening to know the needs of state employees are recognized.

Let me assure you that this office values the efforts, dedication and enthusiasm of our employees and we support any effort on the part of the Administration to reward our workers accordingly. This office will keep you posted on this vital issue as the legislative session progresses.

In the Governor's proposed 2008 budget, she acknowledged that *the operation of state government is made possible through over*

70,000 individuals who dedicate their lives to serving the public. As recent studies have shown, however, employees working for the State of Arizona receive pay that is well below the market and significantly lower pay on average than their counterparts in local government. Furthermore, most areas of state government suffer from high turnover and difficulty in filling vacant positions due to the uncompetitive salary structure.

The 2008 Executive Budget specifically provides for:

- **Additional funding for employee salary increase of 3.5 percent.**
- **Appropriate \$37 million in funds to hold state employees harmless from increases in health insurance premium costs.**
- **An increase of \$268,000 for bus subsidies for state employees. The funding would pay for 100 percent of bus costs for the three summer months and 65 percent of costs for remaining months.**

I join with Governor Napolitano in support of her budget proposal for salary increases for all state workers. Thank you for your dedicated efforts to make ADOT an agency we can all be proud of.

Sincerely,

Victor M. Mendez,

Director



TRANSEND is published monthly for the employees and retirees of the Arizona Department of Transportation, by the Creative Services Group of the Communication and Community Partnerships Division

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All submissions for publication are subject to editing, for spelling, grammar, and technical accuracy; and may be re-written for clarity, continuity, length and journalistic style.

Keeping the cameras rolling on the freeways

By Ron Loar
Editor

For those who drive the freeway system in the Phoenix metropolitan area, it is a test of their driving skills: dodging, lunging, parrying, while trying to out-maneuver hundreds of other drivers on the highway.

Motorists continuously find themselves locating exit ramps, changing lanes, following signs, slowing, speeding and sometimes coming to a complete stop. Sign posts and light poles become a blur as drivers whiz by on their daily commute.

Behind miles of sound barriers and landscaping, and beneath the millions of tons of concrete, are technological advancements that

make the commute easier and safer. Highly sensitive electrodes are embedded in the pavement to monitor and measure the location, direction, speed and movement of every vehicle.

Over 500 miles of fiber optic cable and copper wire communication wire are buried alongside the freeways, linking sensors, listening devices, video cameras, message boards and traffic lights; all to make driving the Maricopa County freeways safer, less complicated, and more enjoyable.

Fiber optic cable links the Valley's 135 freeway video cameras with the Traffic Operations Center (TOC) at Durango Curve in Phoenix. From that location, workers monitor traffic volume and conditions. Often the TOC notifies police and emergency crews within moments after a collision, thanks to the advance notification from the cameras.

Cameras monitored by the TOC are also viewed by area news agencies that alert travelers to pending conditions on the



Working 20 feet above fast-moving traffic, Intelligent Transportation System employees Ray Sanchez and Jim Sheppard, make repairs to a Variable Message Sign over busy I-10 near the U.S. 60 interchange.

freeways. The information is also available on the state's 511 system where motorists can retrieve traffic updates at www.az511.gov.

Behind all of these high-tech devices are skilled technicians who monitor, install, and repair all of this equipment. These are the maintenance employees of ADOT's Intelligent Transportation Systems (ITS). They locate and repair broken, worn-out, and stolen equipment sometimes on an emergency basis to keep the motoring public safely on course.

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James White shows a bullet hole that damaged one of the modules in a Variable Message Sign. Cost to replace one module is \$5,000.

Cameras on the freeways

Continued from Page 3

Under the leadership of Chuck McClatchey, ITS manager, these technicians operate from their newly acquired shop at 2003 E. Jackson Street in Phoenix, not far from I-10, U.S. 60 and S.R. 51. By jumping onto any one of these major arteries, they can, within minutes, access any trouble spot on these routes, and nearby I-17, Loop 101 and Loop 202.


Technicians like Jim Sheppard, Joan Doudna, Mark Courrier, James White and Ray Sanchez, are all trained to trouble-shoot mechanical and electrical problems that could affect 135 video cameras, 85 dynamic message boards, 400 traffic detection monitors, and ramp metering devices at 185 locations around the Valley. On call 24 hours a day, these technicians must be ready to respond to any equipment failure. Often they must work throughout the night when a breakdown necessitates lane closures.

“Vandalism and accidental damage accounts for more of their workload than equipment fatigue,” says McClatchey. “Theft of copper wire and fiber optic cable is a major problem.” He says that technicians must continually replace stolen cables that command high re-sale prices at recycle plants.

Graffiti and vandalism are another source of problems for ITS crews to contend with. Traffic accidents frequently result in communications equipment and control devices being damaged. All must be replaced on an emergency basis to keep traffic flowing safely, according to McClatchey.

It’s not unusual for ITS workers to find that a Variable Message Sign (VMS) has been damaged by random, careless gunfire. “People actually drive down the freeway and shoot at the VMS boards.” The cost to replace just one module in the message signs is about \$5,000,” McClatchey says. His shop maintains back-up modules that can be changed out for rapid

replacement while the damaged elements are being repaired. The risk of injuring or killing other motorists with stray bullets fired randomly over a highway doesn’t make sense to McClatchey or his workers. “We just have to keep replacing them at a tremendous cost to the taxpayers,” he says.

As Valley freeways continue to expand, more monitoring stations, cameras and ramp metering devices must be installed. The technology is presently being installed in the Tucson area where the I-10 widening project currently underway will include a Traffic Operations Center to handle the growing volume of traffic in that metropolitan area. 

James White uses a laptop computer to check the programming of a dynamic message sign located on I-10 near the 40th Street exit in Phoenix.



President honors Carolyn Upton for volunteer service

Carolyn Upton, a management analyst with the State Engineer's Office in Phoenix, is recipient of the President's Volunteer Service Award for her work as a mentor with at-risk kids and for volunteering to assist victims recover from the ravages of the Katrina Disaster.


Presenting the award on behalf of President George W. Bush was U.S. Secretary of Transportation, Mary Peters, former ADOT director. The award is issued by the President's

Council on Service and Civic Participation, and is presented to American citizens, "who by their commitment and example inspire others to engage in volunteer service," Peters said. "The award recognizes individuals, families and groups that have achieved a certain standard measured by the number of hours served over a 12-month period, or cumulative hours earned over the course of a lifetime."

Upton, a 31-year veteran of service to ADOT, has served as a mentor for MatchPoint and Calvary Kids, two organizations that provide mentoring programs to children. For four years, she provided regular weekly mentoring to a young, at-risk girl, teaching her cooking, personal hygiene, dressing, communication, and social skills. Serving as an adult friend and role-model for at-risk kids, mentors provide quality time to children who may not otherwise receive training in acceptable behavior.

Carolyn donated two weeks of service as part of the Calvary Relief Team to assist residents of Pascagoula and Waveland, Mississippi, just two months after Hurricane Katrina devastated the Gulf Coast. While in the flood-infested, litter-strewn communities, she suffered an injury to her ankle, but while on crutches, continued working to assist families clean out their muddy homes.

Upton volunteers in church programs and functions, and every year, she participates in the Prescott Valley's Christmas caroling at hospitals and nursing homes. In 2005, she was presented a certificate by Governor Janet Napolitano that lauded her for donating over 5,200 hours of volunteer service to the At-Risk Kids program.

When presented with the President's Award, Carolyn's only comment was, "what a neat moment in my ADOT career!" Upton said she never thought of what she was doing as "anything special. I was just doing the things that need to be done." She says she will continue to seek ways to volunteer and make a difference in people's life after she retires. 



Carolyn Upton (left), receives the President's Volunteer Service Award for her efforts as a mentor to at-risk children, and for donating time to assist victims of the Katrina Hurricane. Mary Peters, U.S. Secretary of Transportation and former ADOT director, made the presentation on behalf of President George W. Bush.

Photo by Dave McDarby

Matt Burdick named acting director of CCP Division; Shannon Scutari takes governor's assignment

With the recent appointment of Matthew Burdick as Acting Director of Communication and Community Partnerships (CCP) Division comes several organizational changes.

Previously serving as Community Relations Director under Shannon Scutari (formerly Wilhelmsen), Burdick was named to the temporary leadership position by ADOT Director Victor Mendez after Scutari's appointment to the staff of Governor Janet Napolitano.



S. Scutari



M. Burdick

Burdick announced that Sally Stewart, who has been serving as public involvement director, will move into a deputy director role for CCP to lead public involvement, media relations and community relations. CCP staff will be combined into teams with one team focused on the Valley and a second team focused on the rest of the state.


Dan Dudzik continues as Director of the Creative Services Section and James Young remains the Acting Director of the Partnering Section under the CCP, Burdick said.

Mendez announced that Gail Lewis has been appointed Transportation Policy Advisor to manage legislative, congressional and inter-governmental affairs for the agency. Lewis will report to the Director's Office and will oversee the Government Relations Office – headed by Kevin Beisty. The Government Relations Office was previously attached to CCP.

Burdick, who has worked in the community relations field with ADOT for 11 years, says he intends to follow the communication priorities set by Scutari for the agency. "Shannon has put some very good policies in place and we intend to follow through with them," Burdick commented. "She developed a pro-active approach to community involvement, communication and education; and we intend to follow her lead."

CCP will continue to serve the communication needs of the Director's Office and the Inter-modal Transportation Division, but plans to broaden its focus to work with all divisions within ADOT, according to Burdick. "We are meeting with each division to talk about their communication needs and how we can support all areas of ADOT," Burdick says. "We are developing a more consistent approach to public involvement throughout the agency."

Announcing her move to the Governor's Office, Scutari said, "I feel very confident that I am leaving ADOT knowing that the Communication and Community Partnerships Division will continue to reach new heights under the leadership of Matt Burdick and the management team. This team is phenomenal and I have been privileged to work alongside them and lead them for a very eventful three years." In her new position, Scutari serves as policy advisor for growth and infrastructure, a position that will include advising the governor's office on transportation issues.

After coming to ADOT from the City of Tempe, Scutari helped develop the CCP Division, combining media relations, public involvement, government relations, and partnering; and expanding the division to include internal and external communication for the agency. 

LITTER

The wanton, stupid, insensitive, and illegal disposal of trash!

*This message is brought to you by
Don't Trash AZ
and TRANSEND*



Fraud Hotline established


A telephone hotline that will give employees and the public a way to report fraud, abuse, and misconduct has recently been instituted within ADOT by the Office of Inspector General (OIG).

Persons with information relating to potential fraud or abuse in ADOT are encouraged to call the toll free hot line:

- 602-277-5634 (Phoenix area)
- 877-712-2370 (outside Phoenix)

The hotline is a voice message recorder that can be accessed 24 hours a day, seven days a week to report any activity believed to involve employee misconduct or other instances of fraud or abuse. "We ask that the information provided be as detailed as possible, particularly

if doing so anonymously," according to Tom Clindenbeard, deputy inspector general for OIG. "Whenever possible, always describe who, what, when, where, why, and how the information relates to the incident being reported," he says. Callers can leave a name and contact number, or may remain anonymous.

"Fraud in the workplace is a crime that all pay for in higher taxes and higher costs, and it is just not fair when someone takes advantage of an opportunity to commit fraud while others play by the rules," according to the deputy inspector general. "Anyone can report fraud based on a reasonable suspicion that misconduct may have occurred. Proof is not necessary. The Office of Inspector General will investigate the information to determine if fraud, abuse, or misconduct is involved." 



Michael Warren of Kingman Construction sent an e-mail to say:

The TRANSEND file is 6 megabytes. It takes a long time to load. I wonder if you can reduce the size of photos.

ED: We appreciate your comments, Michael, and it is important to us that all readers are able to open the newsletter without too much difficulty. We prefer not to sacrifice the photo quality by reducing the size of the photo files as you suggested. We discussed your plight with the folks in ITG and they had this response:

Depending on where [the user is] and possibly the machine they are using, there could be a download time issue. I also suggest that they have the current version of Adobe Reader installed and that when they are opening the file; they do not have a lot of other [program applications] running in the background.

I believe the majority of the readers are doing well with the publication as is, and enjoying it!

ED: If any other readers of TRANSEND are having problems opening the newsletter, we would appreciate hearing from you.



Going to Arizona's snow country this winter?

If you go ...

Please Know Snow!

- Drive safely
- Dress for the cold temperatures
- Make certain your vehicle is winterized

www.azdot.gov/knowsnow

Bullhead City Rotary recognized for Adopt-a-Highway participation



Anthony Martinez (left), permits supervisor for the Kingman District, presents Kelly Burgess, president of the Bullhead City Rotary Club, with a certificate recognizing the club's participation in the Adopt-a-Highway program. Members of the Rotary Club adopted a two-mile section of State Route 95 from Bullhead City Parkway to Newberry Road. The Adopt-A-Highway program recognizes groups and individuals who volunteer to pick up litter along highways in Arizona as part of the Keep Arizona Clean and Beautiful campaign.

Milestones in Service

The following employees attained milestones for their length of service with ADOT:

30 Years

Edward Jones, ITD, Signing and Striping

25 Years

Joan Price, ITD, Maintenance Management Services

20 Years

Maricela A. Bachelier, MVD, Nogales

Lawrence E. Maucher, ITD, Statewide Project Management Tucson

Slow down in
work zones!
Please be
careful in
work zones!



Practical Ethics

The ADOT Way

By Karen Mills and Dian Work

The Principles of Public Interest

Last month we introduced Five Principles of Public Service Ethics. We will highlight one principle a month, beginning with the topic of Public Interest.

The powers of public office are held in trust by public officials, and any use of public office to attain a private gain for the official or any other person or entity is unethical, such as:

Bribery – Don't provide favors or exercise official authority or influence in exchange of anything of value.

Personal benefits – Although ethics laws permit some gifts, public employees following the highest ethical standards refuse to accept **all** gifts, favors, or other benefits from persons who want something from them or their agency. This includes travel and meals, special discounts, loans, investment opportunities or gratitude gifts that would not be conferred but for your government position. Example: If you have a legitimate business trip and you take a long weekend to visit family or friends, is that alright? *Answer: Yes, but first get your manager's approval.*

If a vendor or third party pays for a trip to inspect their product, can you extend your trip? *Answer: No. It could be considered a perk. Ask yourself, 'could this be viewed by others as influencing your future decisions?'*

Misuse of authority – Don't use official power or influence to confer financial or other undue personal benefits on family, friends, or oneself. *Example: Using your official position to influence or direct work to a specific company.*

Misuse of public property – Using government facilities, equipment, services, staff or other government property for any purpose than the public interest is a violation. *Example: Borrowing ADOT equipment or materials for use at home, or having employees perform personal work for you during regular work hours either at the work site or at your home.*

Misuse of position – Don't use title, badge, ID cards, letterhead or prestige of office for personal gain. *Example: Using your status as a state employee to obtain special state rates at hotels or other businesses when traveling for pleasure.*

When you receive something from someone who wants something from you, you are playing with dynamite. Ask yourself: 'would they be giving me this if it weren't for my position at ADOT.'

*Source: The Josephson Institute,
Five Principles of Public Service*

Retirements from ADOT

Employees retiring from ADOT recently, as reported by Human Resources, include:

Page W. Decker, ITD, Transportation Operations Group, 5 years

William C. Denton, ITD, Utilities & Railroad Engineering Section, 28 years

Helen Murphey Hall, ITD, Phoenix Construction District, 25 years

Betty A. Harrington, TSG, Information Technology Group, Support Desk, 23 years

David P. Jankofsky, TSG, Director's Office, 28 years

James H. Krusell, ITD, Traffic Engineering Group, Design Section, 23 years

David P. Kuhl, TSG, Information Technology Group, PC LAN Support, 9 years

Jesus S. Mendivil, MVD, Enforcement Services, Yuma Port of Entry, 20 years

Barbara A. Robinson, MVD, Collections, 19 years

Ralph C. Ruiz, MVD, Records, 13 years

Roger M. Wood, ITD, Prescott Valley Construction, 13 years